

**Rehabilitation Unit
California Division of Workers' Compensation**

Form RU-91

DESCRIPTION OF EMPLOYEE'S JOB DUTIES

Purpose:

To obtain a job description which is to be forwarded to the employee's treating physician when an injury or illness results in disability exceeding 90 days.

Submitted by:

1. Qualified Rehabilitation Representative, if the injury is before 1/1/94, or
2. Claims Administrator if the injury is on or after 1/1/94.

When prepared:

If the injury is before 1/1/94, the QRR meets with the employee to jointly complete this form and provides a copy of the form in conjunction with the RU-90 to the employee's treating physician. If the injury is on or after 1/1/94, the claims administrator consults with the injured worker in completing the RU-91 and then submits it to the treating physician.

When submitted:

To the treating physician. **Do not file the RU-90 or RU-91 with the Rehabilitation Unit unless specifically requested or when submitting information as part of a dispute.**

Form completion:

Qualified Rehabilitation Representative or claim administrator, in consultation with the employee and employer, completes the entire form.

Accompanying document:

The RU-91 is to be attached to the RU-90 and submitted to the treating doctor.

Rehabilitation Unit action:

None.

DESCRIPTION OF EMPLOYEE'S JOB DUTIES

INSTRUCTIONS: This form shall be developed jointly by the employer and employee and is intended to describe the employee's job duties. The completed form will be reviewed by the treating doctor to determine whether the employee is able to return to his/her job. This is an important document and should accurately show the requirements of the employee's job. If the employee needs help in completing this form, the employee may contact the Information and Assistance Officer at the Division of Workers' Compensation. The phone number can be found in the State Government section of the phone book.

| | | | | |
|----------------|--------|----------------------|-----------------------|----------|
| EMPLOYEE NAME: | (LAST) | (FIRST) | (M.I.) | CLAIM #: |
| | | | | |
| EMPLOYER NAME: | | JOB ADDRESS: | | |
| | | | | |
| JOB TITLE: | | HRS. WORKED PER DAY: | HRS. WORKED PER WEEK: | |
| | | | | |

DESCRIPTION OF JOB RESPONSIBILITIES: (DESCRIBE ALL JOB DUTIES)

1. Check the frequency of activity required of the employee to perform the job.

| ACTIVITY (Hours per day) | NEVER 0 hours | OCCASIONALLY up to 3 hours | FREQUENTLY 3-6 hours | CONSTANTLY 6-8+ hours |
|--|------------------|-------------------------------|-------------------------|--------------------------|
| Sitting | | | | |
| Walking | | | | |
| Standing | | | | |
| Bending (neck) | | | | |
| Bending (waist) | | | | |
| Squatting | | | | |
| Climbing | | | | |
| Kneeling | | | | |
| Crawling | | | | |
| Twisting (neck) | | | | |
| Twisting (waist) | | | | |
| Hand Use: Dominant hand Right___ Left___ | | | | |
| Is repetitive use of hand required? | | | | |
| Simple Grasping (right hand) | | | | |
| Simple Grasping (left hand) | | | | |
| Power Grasping (right hand) | | | | |
| Power Grasping (left hand) | | | | |
| Fine Manipulation (right hand) | | | | |
| Fine Manipulation (left hand) | | | | |
| Pushing & Pulling (right hand) | | | | |
| Pushing & Pulling (left hand) | | | | |
| Reaching (above shoulder level) | | | | |
| Reaching (below shoulder level) | | | | |

2. Please indicate the daily Lifting and Carrying requirements of the job:

Indicate the height the object is lifted from floor, table or overhead location and the distance the object is carried.

| | LIFTING | | | | | CARRYING | | | | |
|-------------|------------------|-------------------------------|-------------------------|--------------------------|--------|------------------|-------------------------------|-------------------------|--------------------------|----------|
| | Never 0 hours | Occasionally up to 3 hours | Frequently 3–6 hours | Constantly 6–8+ hours | Height | Never 0 hours | Occasionally up to 3 hours | Frequently 3–6 hours | Constantly 6–8+ hours | Distance |
| 0–10 lbs. | | | | | | | | | | |
| 11–25 lbs. | | | | | | | | | | |
| 26–50 lbs. | | | | | | | | | | |
| 51–75 lbs. | | | | | | | | | | |
| 76–100 lbs. | | | | | | | | | | |
| 100+ lbs. | | | | | | | | | | |

Describe the heaviest item required to carry and the distance to be carried: _____

3. Please indicate if your job requires:

| | YES | NO | (IF YES, PLEASE BRIEFLY DESCRIBE) |
|--|--------------------------|--------------------------|-----------------------------------|
| a. Driving cars, trucks, forklifts and other equipment? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| b. Working around equipment and machinery? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| c. Walking on uneven ground? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| d. Exposure to excessive noise? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| e. Exposure to extremes in temperature, humidity or wetness? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| f. Exposure to dust, gas, fumes, or chemicals? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| g. Working at heights? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| h. Operation of foot controls or repetitive foot movement? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| i. Use of special visual or auditory protective equipment? | <input type="checkbox"/> | <input type="checkbox"/> | _____ |
| j. Working with bio-hazards such as: bloodborne pathogens, sewage, hospital waste, etc. | <input type="checkbox"/> | <input type="checkbox"/> | _____ |

Employee Comments:

Employer Comments:

EMPLOYER CONTACT NAME:

EMPLOYER CONTACT TITLE:

EMPLOYER REPRESENTATIVE SIGNATURE:

DATE:

EMPLOYEE'S SIGNATURE:

DATE:

QUALIFIED REHAB. REPRESENTATIVE SIGNATURE: (IF APPLICABLE)

DATE: